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EXAMINER

CHEN, TE Y

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PAPER

Please find below and/or attached an Office communication concerning this application or proceeding.

The time period for reply, if any, is set in the attached communication.

Response to Amendment

This office action is in response to the amendment filed on March 03, 2008.

Claims 1-30, 32-38 are pending for examination, claims 1, 5, 8, 12, and 27 have been amended; claims 32-38 have been added and claim 31 has been canceled.

Claim Rejections - 35 USC § 112

The following is a quotation of the second paragraph of 35 U.S.C. 112:

The specification shall conclude with one or more claims particularly pointing out and distinctly claiming the subject matter which the applicant regards as his invention.

Claim 38 is rejected under 35 U.S.C. 112, second paragraph, as being indefinite for failing to particularly point out and distinctly claim the subject matter which applicant regards as the invention.

As to claim 38, the claimed “the steps of holding received data for verification and releasing said salary data after verification” is lacking antecedent basis, because these steps are not defined by the instant specification.

Claim Rejections - 35 USC § 103

The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

(a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and

the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negated by the manner in which the invention was made.

Claims 1-30 and 32-38, are rejected under 35 U.S.C. 103(a) as being unpatentable over U.S. Patent No. 6,741,993 issued to Zitaner et al. (hereinafter referred as '993) in view of U.S. Patent No. 6,401,079 issued to Kahn et al. (hereinafter referred as '079) and further in view of U.S. Patent No. 6,249,770 issued to Erwin et al. (hereinafter referred as '770).

As to claims 1, 12 and 20, the '993 patent discloses a system for providing survey data from members of a survey group via an Internet [e.g., Abstract, Fig. (s) 1-4], comprising:

- a) a database for storing salary data [e.g., the unit 10, Fig. 1];
- b) a server [e.g., the Reward Workbench (60), Fig. 1] providing access to the Internet, wherein the server configured to:

- establishing a salary survey service [e.g., col. 5, lines 12-18, Fig. 2 and associated texts] and accepting salary data to the salary survey service [e.g., the 1st step of Fig. 3 wherein the row data elements including participant's and salary data at shown in Fig. 4] ;

- receiving designations from the participants indicating the particular participants to be includes in a survey group, wherein the designation includes geographical information [e.g., col. 6, lines 23-65];

storing the salary data received from the at least a portion of the participants in the database [e. g., the 4th step of Fig. 3];

grouping the plurality of participants into survey group by the portion of the plurality of participants [e.g., the 2nd step of Fig. 3];

providing access to the salary survey via the internet [e.g., Abstract, lines 8-10, the Data Network, Fig. 2].

The '993 patent did not specifically disclose aging at least a portion of said salary data at the time of generating said report for at least a portion of stored salary data and generating a salary report for participants of the survey group using the aged salary data.

However, the '079 patent disclosed the claimed features of aging at least a portion of said salary data at the time of generating said report for at least a portion of stored salary data and generating a salary report for participants of the survey group using the aged salary data. [e.g., the use of effective date, expiration date attributes of the Pay Scales table 435, the Pay Rate Types (430) to calculate and report a portion of an employee salary cost disbursement, etc. Fig(s). 3, 4(a) (b), 10(a) -10(c), 12(a)-12(c), 14(a)-14(e) and associated texts].

The '993 and '079 patents are both in the same endeavor for efficiently reporting survey salary information via graphical interactive user interface [e.g., the Web unit 50, Fig. 2 of '993, the Fig(s). 18a - 18c of '079], thus, with the teachings of '993 and '079 in front of him/her, it would have been obvious for an ordinary skilled person in the art at the time the invention was made to be motivated to modify the salary information of '993

system with aging attributes as taught by '079 patent, because by doing so, the combined system will be upgraded to provide more details information for the pay scale survey and calculation.

The combination of '993 and '079 did not specifically disclose utilizing at least one annual growth rate entered at the time of generating said report.

However, '770 patent disclosed the step to utilize at least one annual growth rate entered at the time of generating said report [e.g., col. 11, line 48 – col. 12, line 20, Fig. 23].

The combination of '993, '079 and '770 patents are in the same endeavor for efficiently reporting survey salary information [e.g., the Web unit 50, Fig. 2 of '993, the Fig(s). 18a - 18c of '079, Fig. 23 of '770], hence, with the teachings of '993, '079 and '770 in front of him/her, it would have been obvious for an ordinary skilled person in the art at the time the invention was made to be motivated to modify the salary reporting information of the combined '993 and '079 system with the annual growth rate data as taught by '079 patent, because by doing so, the combined system will be upgraded to utilizing at least one annual growth rate entered at the time of generating to forecast a more accurate aged pay scale survey report with the annual growth rate details.

As to claims 2, 13 and 21, except all the features recited in claim s 1, 12 and 20, the combined system of '993, '079 and '770 patents further discloses that the survey are

group by at least one of the business organization or others [e.g., '993: col. 1, lines 14-22].

As to claims 3-6, 14-16 and 22-25, except all the features recited in claims 1, 12 and 20, the combined system of '993 '079 and '770 patents further discloses that the members including individuals, companies, trade associations, contributor and subscriber [e.g., '993: col. 1, lines 26-35].

As to claims 7-8 and 26-27, except all the features recited in claims 1, 12 and 20, the combined system of '993 '079 and '770 patents further discloses that the server is further configured to receive designations of the members to be included in the survey group and parameters to defining information to be presented by the survey [e.g., '993: the first three steps of Fig. 3; Figure 4 and associated texts].

As to claims 9-10, 17-18 and 28-29, except all the features recited in claims 1, 12 and 20, the combined system of '993 '079 and '770 patents further discloses that the server is configured to provide access to the plurality members of the survey group [e.g., '993: the units 30, 32, 34, 36, Fig. 1].

As to claims 11, 19 and 30, except all the features recited in claims 1, 12 and 20, the combined system of '993 '079 and '770 patents further discloses that the salary data is related to job positions [e.g., '993: the Job_code, Position fields, Fig. 4].

As to claims 32-37, the claimed limitations that said at least parameter comprising company size, industry, and geographic region are common default parameters of a salary survey service system.

As to claim 38, the combined system of '993 '079 and '770 patents further discloses the claimed steps of holding received data for verification and releasing salary data after verification [e.g., '079: Abstract, lines 19 – 29].

Response to Arguments

Applicant's arguments filed on March 03, 2008 have been fully considered but they are not persuasive.

Applicant's mainly argued that "the prior art does not teach or suggest aging salary data".

In reply to the above arguments, the examiner directs applicant's attention to the following excerpts from prior art:

For example, '993 disclosed a competitive rewards benchmarking system and method [e.g., Title, Abstract, Fig(s). 1-4 and associated texts] which comprising the following descriptions:

"Rewards workbench 60 provides members with a comprehensive analytic tool operable to access data contained in the competitive rewards database subsystem. The rewards workbench is preferably operable to: query prevalence

of reward practices and plan provisions, compare member reward values to specific comparator groups, develop market reference data from the competitive rewards database, model and develop base pay structure, analyze cost implications, conduct data mining analyses on member's own data, and generate other custom real-time analyses on the competitive rewards database. The generation of various reports and analysis based on competitive rewards database information is well within the scope of those skilled in the art."

"In a preferred embodiment, the rewards workbench provides for the formatting and export of formatted member data for submission to surveys. This information can be automatically transmitted to a third party HRMS. See FIG. 1, reference number 80."

"Rewards workbench 60, advantageously provides direct access to a robust data source to conduct a wide range of sophisticated analyses. This improves efficiency of survey submission process by leveraging initial benchmark matching and validation efforts (using the data capture tool). Rewards workbench 60 also allows electronic feed of competitive rewards data to other specialized human resources systems." (col. 6, lines 23 –49)

As set forth above, '993 disclosed all the claimed subject matter, except it did not specifically disclose aging salary data;

However, the '079 patent disclosed the claimed "aging salary data", for example, the '079 patent clearly disclosed the use of effective date, expiration date attributes of the Pay Scales table 435, the Pay Rate Types (430) to calculate and report at least a

portion of an employee salary cost disbursement over various Geographic User browsing Interfaces (GUI) as shown in Fig(s). 3, 4(a)-4(b), 10(a)-10(c) and 12(a)-12(c), 14(a)-14(e) and associated texts.

Moreover, the '777 invention specifically disclosed the step to utilize at least one annual growth rate entered at the time of generating said report [e.g., col. 11, line 48 – col. 12, line 20, Fig. 23].

Since the '993, '079 and '777 are in the same endeavor for efficiently reporting survey salary information [e.g., the Web unit 50, Fig. 2 of '993, the Fig(s). 18a - 18c of '079, Fig. 23 of '770], hence, with the teachings of '993, '079 and '770 in front of him/her, in contrary to applicant's arguments, it would have been obvious for an ordinary skilled person in the art at the time the invention was made to be motivated to modify the salary reporting information of the combined '993 and '079 system with the annual growth rate data as taught by '079 patent, because by doing so, the combined system will be upgraded to utilizing at least one annual growth rate entered at the time of generating to forecast a more accurate aged pay scale survey report with the annual growth rate details and the combination of these inventions are deemed to be a successful one.

Because applicant does not clearly point out the patentable novelty which he or she thinks the claims present in view of the state of the art disclosed by the references cited or the objections made. Further, they do not show how the amendments avoid such references or objections. The examiner concludes that the prior art on record read on the claimed features.

Conclusion

Applicant's amendment necessitated the new ground(s) of rejection presented in this Office action. Accordingly, **THIS ACTION IS MADE FINAL**. See MPEP § 706.07(a). Applicant is reminded of the extension of time policy as set forth in 37 CFR 1.136(a).

A shortened statutory period for reply to this final action is set to expire **THREE MONTHS** from the mailing date of this action. In the event a first reply is filed within **TWO MONTHS** of the mailing date of this final action and the advisory action is not mailed until after the end of the **THREE-MONTH** shortened statutory period, then the shortened statutory period will expire on the date the advisory action is mailed, and any extension fee pursuant to 37 CFR 1.136(a) will be calculated from the mailing date of the advisory action. In no event, however, will the statutory period for reply expire later than **SIX MONTHS** from the date of this final action.

Any inquiry concerning this communication or earlier communications from the examiner should be directed to SUSAN Y. CHEN whose telephone number is (571)272-4016. The examiner can normally be reached on Monday - Friday from 7:00-4:30.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Mofiz Apu can be reached on 571-272-4080. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.


Art Unit: 2161

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free). If you would like assistance from a USPTO Customer Service Representative or access to the automated information system, call 800-786-9199 (IN USA OR CANADA) or 571-272-1000.

/Susan Y Chen/
Partial Sig. Examiner
Art Unit 2161

June 16, 2008

/Apu M Mofiz/
Supervisory Patent Examiner, Art Unit 2161

<i>Application Number</i> 	Application/Control No.	Applicant(s)/Patent under Reexamination	
	10/057,016	TURNASELLA, THEODORE	
	Examiner	Art Unit	
	SUSAN Y. CHEN	2161	